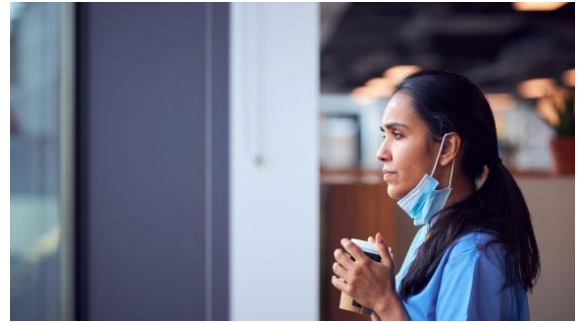


Date: 20th November 2025

Pathways to Progress: National Survey on BME Leadership

A new national survey, [Pathways to Progress: BME Leadership in the NHS](#), has been launched and all NHS staff from Black and Minority Ethnic backgrounds are encouraged to take part.

The survey explores experiences of leadership, career development, anti-racism and equality across the NHS, and is open to both current leaders and colleagues who aspire to lead.



This research follows the [Shattered Hopes](#) report published in 2022, which captured the lived experiences of senior BME leaders across the NHS.

With the [2024 Workforce Race Equality Standard](#) showing little national progress and racism continuing to impact staff experience, this next phase of research aims to gather richer insight into barriers, enablers and examples of effective practice.

Findings will help shape recommendations for improving leadership diversity, strengthening anti-racist practice and supporting better outcomes for BME staff and patients. A full research publication will be released in Spring 2026.

Colleagues are encouraged to complete the survey and share it within their teams, staff networks and communities to ensure as many voices as possible are heard.

The survey closes at 9am on Monday 1st December 2025.

For questions or further information, contact the BME Leadership Network team at bln@nhsconfed.org.

[CLICK HERE TO TAKE SURVEY](#)